# Army Space Cadre
# FORMAL

# Purpose

- Provide information to the ADCS, G-3 on a proposal to conduct of an Army Space Cadre FORMAL.
- Obtain guidance and approval for “The Way Ahead.”

# Agenda

- What is the FORMAL process
- Problem
- Background
- The Way Ahead
- Recommendations

# FORMAL – What is It

- **A capstone Army Force Management tool that serves as an intensive management forum to facilitate Army-wide integration of all activities required to produce and sustain mission capable units to perform Army missions.**
- **Brings fully coordinated and integrated Army recommendation to VCSA for decision at the end of the process.**
- **Replaced the Functional Area Analysis (FAA)**
- **Not endorsed by current Army leadership.**

# Problem

- **FY 2004 NDAA tasked the Services to address establishment of "a space cadre" and report out on what is being done to develop the capability.**
  - **Purpose to develop, plan program and acquire space systems uniquely required by individual Service missions.**
- **U.S. Air Force and U.S. Navy identified their cadre of space qualified professionals comprised of military and civilian personnel**
- **The Army has not fulfilled the congressional mandate and responded back to DOD.**
- **This task requires extensive horizontal and vertical analysis and integration throughout the Army.**

# FM FORMAL - Value Added

- **Develops Army consensus on the Space Cadre membership and responsibilities.**
- **Fulfills Congressional mandate and responds to DOD concerns.**
- **Provides efficiencies and savings for the Army:**
  - **Update authorization documents, the Army Space Master Plan, Army Regulations, Field Manuals, DA Pamphlets, Joint Publications.**
  - **Identify & confirm Army billets in National and DoD organizations & improves utilization of Army personnel**
  - **Facilitates tracking of Army Space Professionals**
  - **Maximize training dollars and other resources**
  - **Establish an organization and system for Army Space Cadre management and oversight.**

# Recommendation

- **Approve SMDC to conduct the Space Cadre FORMAL.**
- **Develop VCSA tasker directing SMDC to conduct a Space Cadre FORMAL.**
- **Develop recommendations in time to meet POM 08-13 development.**
  - **Initiate FORMAL on 1 June 2004 with suspense for completion by September 2005.**

# BACKUP

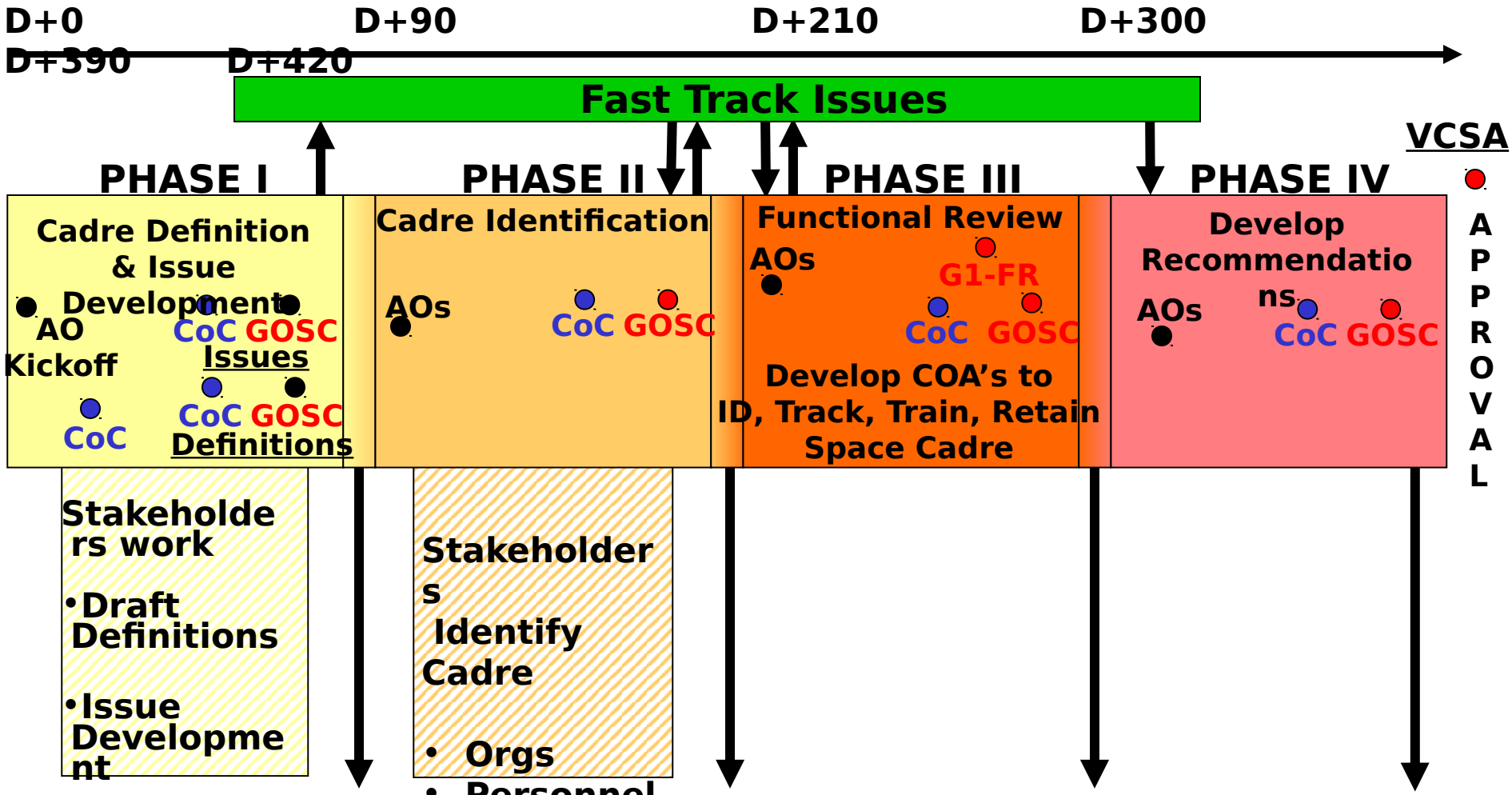
# Army Space Cadre
## (Proposed Definition)

**Army officers, soldiers, civilians and contractors, sk
and knowledgeable in the development, acquisitio
application and integration of space concepts, doct
and capabilities who develop, procure, employ and
the warfighter on maximizing the use of space capa
to support full spectrum operations.**

# The Way Ahead

- Actively support initiatives of the DoD Executive Agent for Space (Secretary of the Air Force).
- Establish tracking systems to identify and support the Army's Space Cadre development, education, training, retention and assignment.
- Develop and maintain training programs to sustain and enhance the Army's Space cadre.
- Coordinate with other services and DoD.
- Maximize sister service and Joint opportunities for training.
- Provide Army space professionals to meet Joint and DoD requirements.

# Process Overview



# Background

**October 2001 - Secretary of Defense Guidance**
**(based on the 2000 Space Commission Report)**

- Each Service to develop "…a cadre of space qualified professionals comprised of military and civilian personnel."
- Professional Military Education to "…stress the application of space systems to combat operations…"
- Maintain a sufficient Space Cadre with "…the ability to develop, plan program and acquire space systems uniquely required by individual Service missions."
- Develop and implement an Army Space Cadre Management Plan.

# Background

**Army Space Professionals**

**(as of Mar 2004)**

**This is who the Army has identified**

- 148 Active Component Space Operations (Opns) Officers (FA-40)
- 593 Officers identified with Skill Identifier (SI) 3Y – Space Activities
- Reserve Component Space Opns Officers (FA-40) TBD

# Background

**Key References**

- DoDD 3100.10. Space Policy, July 9, 1999
- DoDD 5101.2. DoD Executive Agent for Space. 3 Jun 03
  (certified current 21 Nov 03)
- Public Law 108-136. National Defense Authorization Act FY-04
- Strategic Planning Guidance (DRAFT, version 3.0)
- National Security Space Human Capital Resources Strategy Appendix B, Organization, The Army (Feb 04)

# Background

**Army Focus Areas Supported by the Army Space Cadre FORMAL**

- **The Soldier.** Develop flexible, adaptive and competent Soldiers with a Warrior Ethos.
- **The Bench.** Prepare future generations of senior leaders. Identify and prepare select Army leaders for key positions within joint, interagency, multinational and Service organizations.
- **Leader Development and Education.** Train and educate Army members of the Joint Team.
- **Authorities, Responsibilities, and Accountability.** Clarify roles and enable agile decision-making.
- **Current to Future Force.** Accelerate fielding to select Future Force capabilities to enhance effectiveness of Current Force. Army Transformation is part of constant change.

# Background

DoD published definitions for the following space terms:

- Space Forces
- Space Support
- Space Systems
- Space Force Application
- Space Force Enhancement
- Space Control

# Background

## U.S. Air Force Space Strategy

- **Clearly Identifying Space Professionals** - Who they are, where they serve and what they do.
- **Improving the Career Development Processes** - How Space Professionals gain the required competencies that develop them from focused technical/operational expert to space leader, while taking space systems from concept to employment.
- **Defining Space Professional Management Responsibilities** - How to determine requirements, plan, program, and budget to effectively utilize this important national resource.

# Background

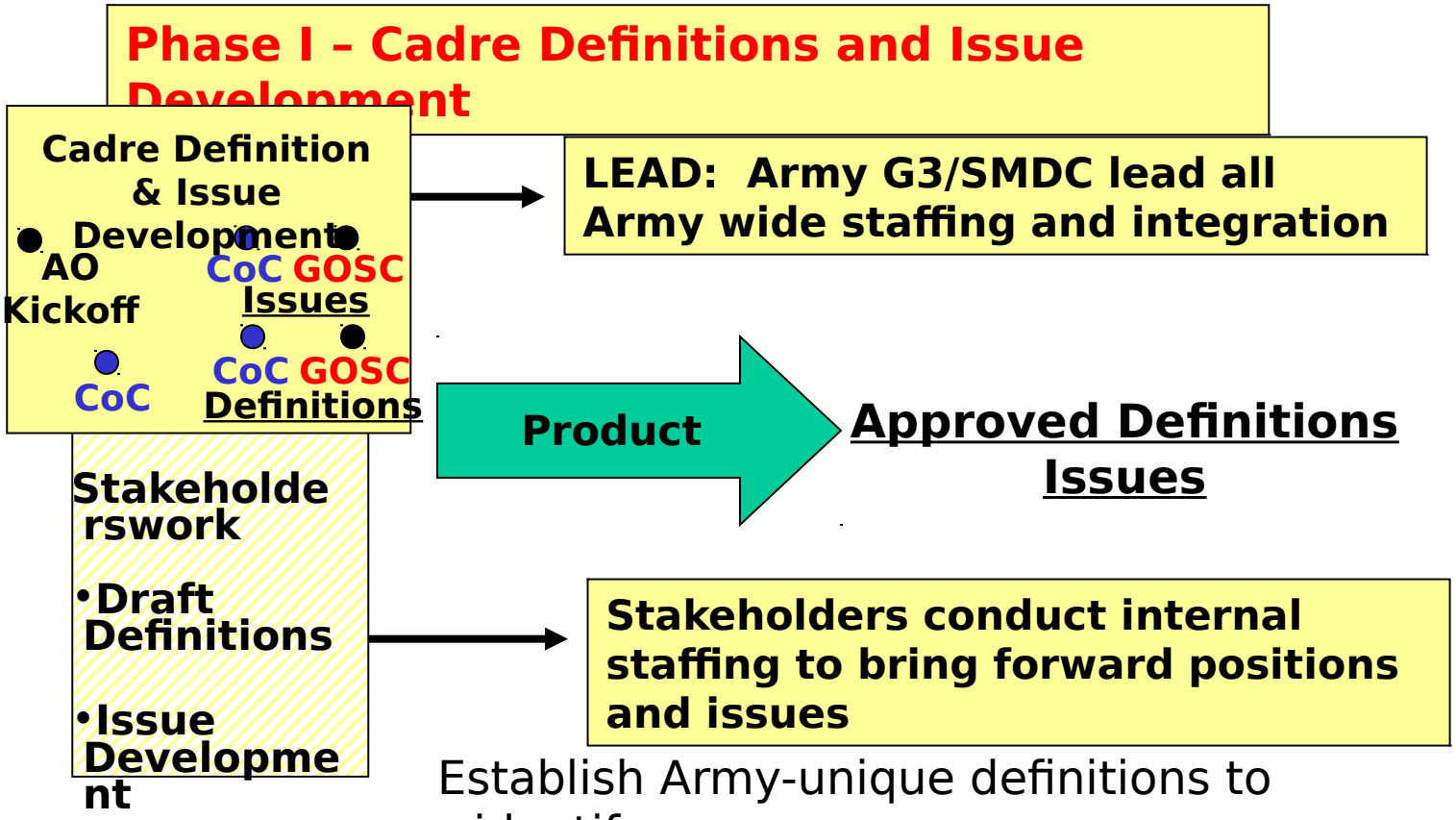
## Navy Space Strategy
**(To Be Published)**

- The Navy is finalizing its Space Policy and Space Cadre Management Plan, providing guidance to further institutionalize the Navy space strategy. This will include:
  - Identification mechanisms for enlisted and civilians personnel to be identified.
  - The current Navy Space Cadre definition (NAVADMIN 201/03 dated 21 Jul 2003) identifies active duty space cadre officers as anyone who holds a 6206 space operations or 5500 space engineering subspecialty code earned through either education (masters or above) or experience.

# Facts

- Congress directed DoD and the Services to develop a Space Cadre.
- U.S.A.F. and the U.S.N. completed their Space Cadre Strategy.
- GAO will report back to both Congress and DoD on the progress, or lack of, for each service.
- DoD recognizes that because the Services' missions are unique; each Services' solution will be unique.

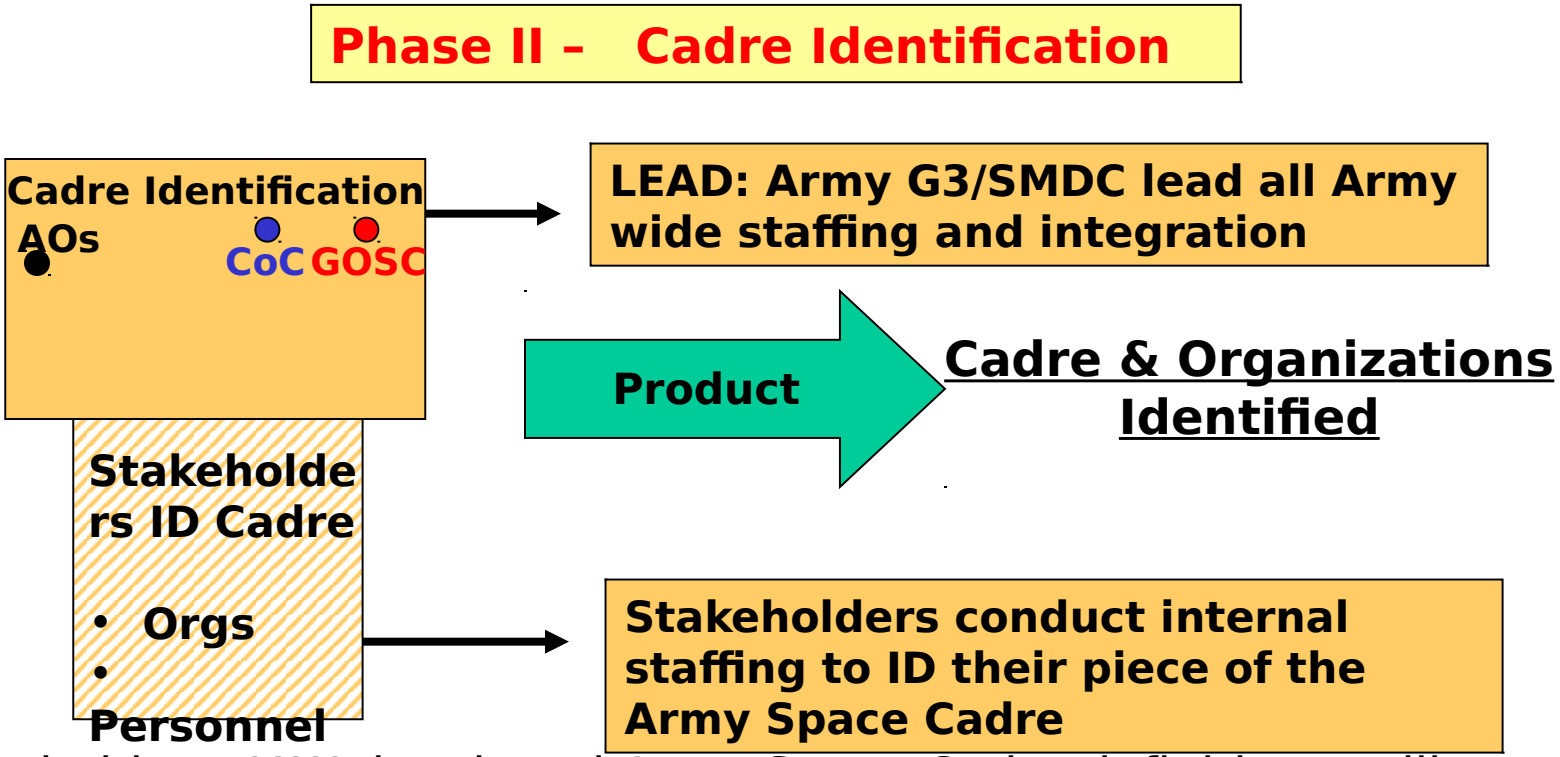
# Methodology - PHASE I


Phase I – Cadre Definitions and Issue Development
Cadre Definition & Issue Development
AO Kickoff
CoC
CoC GOSC Issues
CoC GOSC Definitions
LEAD: Army G3/SMDC lead all Army wide staffing and integration
Product
Approved Definitions Issues
Stakeholders work
•Draft Definitions
•Issue Development
Stakeholders conduct internal staffing to bring forward positions and issues

Establish Army-unique definitions to identify:

- Organizations and structures
- Military and civilian occupational skills
- Roles, Missions, Functions

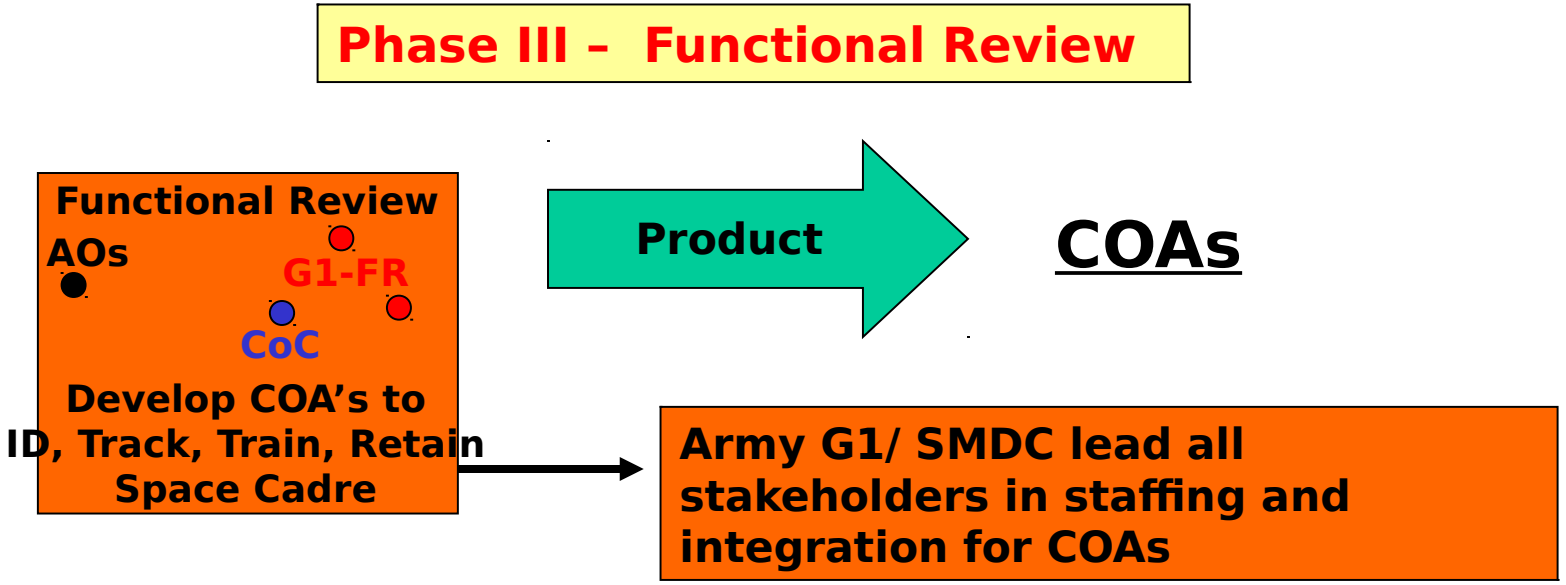
# Methodology - PHASE II


Phase II – Cadre Identification
Cadre Identification AOs
CoC
GOSC
LEAD: Army G3/SMDC lead all Army wide staffing and integration
Product
Cadre & Organizations Identified
Stakeholders ID Cadre
• Orgs
• Personnel
Stakeholders conduct internal staffing to ID their piece of the Army Space Cadre

All stakeholders, IAW developed Army Space Cadre definitions, will identify space related:

- Roles, Missions, Organizations, Functions and Skills (AOC, MOS, ASI, SI, Civilian Series)

# Methodology - PHASE III

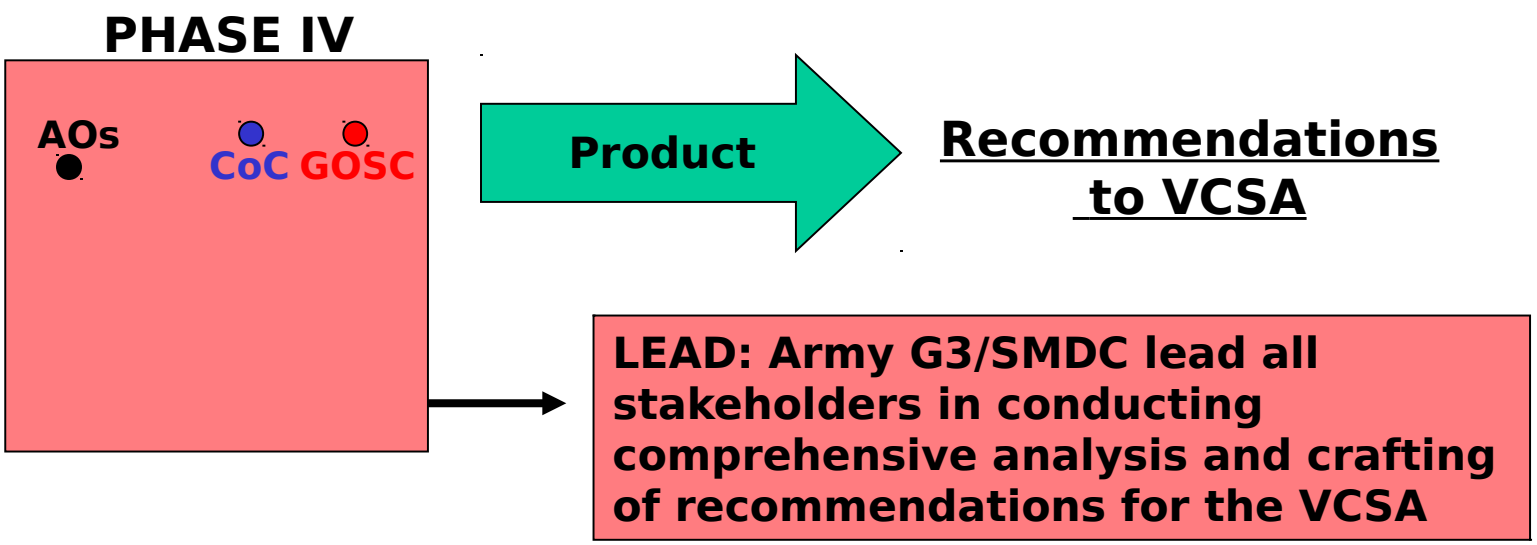



Army G1 conducts Functional Review to develop comprehensive Army Space Cadre policies for managing across the 8 Life Cycle functions.

(Structure, Acquisition, Individual Training and Education, Distribution, Deployment, Sustainment, Professional Development, Separation)

# Methodology - PHASE IV

**Phase IV – Develop Recommendations**

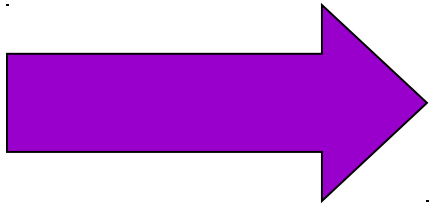



Comprehensive DOTLMPF analysis and develop comprehensive Army Space Cadre Strategy

**D**octrine **O**rganization **T**raining **L**eadership & Education
**M**ateriel **P**ersonnel **F**acilities

# Methodology - CONCLUSION

VCSA Approval



- Implementation
- Insert into POM 08-13

- Implementation Plans developed and Initiated
- Budget lines submitted to support decisions and way ahead